Stages of Development

- Accomplishing; able to influence
- Larger scope than in Conversations
- "I want..."; talks strategically
- Resilience and endurance
- Realization that part of the stress/overwhelm is self-imposed
- Shifts from "It's all up to me -> "How can we collab to do this better together?"
- Running around spinning plates
- "Balance" Obligation-Complaint
- Strong magnet "trap" to stay here
- "I must...do more"



CONVERSATIONS

BALANCE

- Able to start/stop habits
- Alliances, up to something big together
- Efficiency; economy of effort; shores up energy leaks
- Confidence
 - Quality of conversations increase; curious inquiry and empathy (multi perspectives)
 - Possibilities emerge
 - Attention on language and interpretation
 - Can influence results
 - Strident; arrogant
 - I don't know why they come to me, but they do"; "People need me (I am important)...I can do it...so I have to...help...do it myself"
 - Busy=value and meaningful
 - Overwhelm/frustration

- Moving from one emergency to the next; firefighting;
- No place/room to rest or change; possibilities/horizon small

IMMEDIATE CONCERNS

- House of Cards; spill over easily
- "There is always something happening...to me"
- High stress; poor communication
- Anxiety; anger; blame; panic

Source: James Flaherty, Excerpted from 10 Ways of Being (First 4 Ways)

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